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1 October 1953

Chief, Junior Officer Training Division, OTR

1. The expressed understanding of [REDACTED] concerning the J.O.T.<sup>25X1C</sup> Program is inaccurate except in that it is supervised by the Director of Training. It is pointed out that after a member of the J.O.T. Program has completed his training under the auspices of the Office of Training, he is permanently assigned to some other office of the Organization. Having severed his connection with OTR, he then comes wholly under the jurisdiction of the Career Service Board of that office and is forthwith entirely subject to the policies and procedures of that office. The Office of Training, therefore, has relinquished all control or supervision of his future and of his career development.

2. There is no basis for the presumption "that the executive positions within the KUBARK framework will ultimately be staffed by the products of this program," except insofar as any member of the CIA Career Service Program may be eligible through merit for such recognition. ILLEGIB ILLEGIB ILLEGIB

3. "In the event of the need for reducing the size and scope of this Organization," products of this program will, in the determination of those who shall "form the hard core," be judged on exactly the same basis as any other employees. All Junior Officer trainees are told explicitly that on the completion of their training and assignment to some component of the Organization, they are on their own and will be judged by their

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respective Office Career Boards purely on the basis of their abilities and accomplishment in competition with all others under the CIA Career Service Program.

4. In regard to the statement that "the Junior Officer Training Program differs from the career employee," it is pointed out that the power to make appointments is vested in the Personnel Director. Neither the CIA Career Service Board or the Career Service Boards of any Office are concerned with this function. Normally, appointment of personnel is made by the Personnel Director on recommendation of the Office, including the Office of Training, which seeks to employ him.

5. At no time either before or after employment are authorized commitments made to participants in the J.O.T. Program which differ in any way from those made to another employee, except whereas the latter is recruited and trained for a stipulated slot requirement. The Junior Officer Trainee is recruited and trained for a job to be determined on the basis of assessment and evaluation and experience after he joins the Organization. As of 1 October 1953, the total number of Junior Officers who have gone through the J.O.T. Program is \_\_\_\_\_, to which may be added \_\_\_\_\_ who are currently in the O.C.S. Program and may or may not seek re-employment with the Agency on the expiration of their military duty.

6. "For the edification of all concerned at [REDACTED] it is pointed out that (a) the Career Service Officer is a job title, (b) the normal staff employee is a Career Employee coming under the jurisdiction and enjoying all benefits of the CIA Career Service Board and of the Career Service Board of his Office, (c) the Junior Officer Trainee is a career

employee whose legal or administrative status is different in no way from that of any other professional in this business.

7. The following is added to provide information requested in the last sentence of the dispatch:

The function of the J.O.T. Program is to prepare for Career Service highly qualified young men and women by training them in the backgrounds of intelligence, identifying their areas of special interest and qualities of most usefulness, and eventually recommending their permanent assignment to the appropriate office for the exploitation of their abilities. This training, which may extend for a period of as much as two years depending on the needs of the individual, includes Basic Intelligence Course followed by on-the-desk or similar experience and may involve taking courses offered by various components of the Office of Training. In any event, after the Trainee has been assigned to a substantive office, he comes under the jurisdiction of its Career Service Board, takes a normal place in the competition of that office for advancement, and has no further relationship with the J.O.T. Program. Since it is not possible for OTR to dictate anything concerning the development of his career beyond this point, any assumption that the products of the Program form a group to be specially favored or privileged, or constitute a nucleus of Intelligence Officers to be given special attention, is unwarranted. After training they must make their own way. Eventually some may attain positions of distinction; others probably will not, but whatever their final status, it is anticipated it will be of their own earning.